

Working Session-October 21, 2025
Board of Supervisors
3rd Floor Board Room/Court Room, Ottumwa, IA

Roll Call: Chair Darren Batterson; Vice Chair Brian Ziegler; Supervisor Carrie Teninty, Brad Skinner, Secondary Roads; Rob Pilcher, Secondary Roads; Karen Wilcoxson, Assistant to the Board of Supervisors.

10:23 a.m. Work Session Meeting called to order by Chair, Batterson. Motion by Supervisor Teninty; seconded Vice Chair, Ziegler. All ayes. Motion Carried.

The meeting focused on the inefficiencies and accountability issues within the department, particularly regarding the performance of the working foremen. Key points included the need for daily summaries from the foremen to track what they are getting done. The lack of proper training in all areas. Do we feel they were the best qualified for the job. Have a one-on-one meeting with the working foreman to see how they think things are going. Expressing frustration with the current situation and highlighting the need for clear expectations and accountability.

The group agreed to re-evaluate the foremen's performance in two months and to consider restructuring the roles. Possibly January 2, 2026 after the regular Board meeting.

Stressing the importance of chain of command when there's an issue that needs addressed. Meeting bi-weekly instead of monthly to see if we can make some changes in communication.

Is there a process for complaints coming in. Is there a work order drawn up each time there's a complaint registered.

The discussion also covered the need for a succession plan, the potential hiring of a new engineer, and the importance of addressing complaints and equipment utilization.

Replacement of semi driver and posting the job within first and then if there's no interest posting it to the public.

11:26 a.m. a motion for the work session to adjourn was made by Supervisor Teninty; seconded by Vice Chair Ziegler. All ayes. Motion Carried.

Minutes submitted by: ksw